

ASHEVILLE INTERAGENCY HOTSHOT CREW TRAINING OPPORTUNITY

NATIONAL FORESTS IN NORTH CAROLINA

- SUBJECT:** Fire Training – Career Development
Asheville Hotshots Interagency Hotshot Crew
Southern Region
- DATES:** January 07, 2007 through the end of the spring fire season
(Tentative ending date May 26, 2007, unless crew is assigned)
- LOCATION:** Asheville, North Carolina
- COSTS:** U. S. Forest Service (USFS) Employees—Salary, meals, lodging, and \$3.00 per day for incidental expenses provided by Asheville IHC. The sending unit must pay all travel costs to and from the training site. (See attachment Section V.).
- Non-USFS Employees—Base salary must be paid by sending unit/agency. USFS Asheville IHC will provide lodging, meals, and \$3.00 per day incidental expenses. The sending unit must pay all travel costs to and from the training site.
- PURPOSE:** To offer a developmental job skills training opportunity bringing Trainees up to the Crew Boss level and to develop a highly organized wildland fire suppression team.
- PARTICIPANTS:** All candidates must be a career or career-conditional employees with USFS, DOI, or other resource protection agencies. Candidates must meet all prerequisites. (See attachment Section II.).
- HOW TO APPLY:** Follow procedures outlined in Section I-C of the announcement. The Application Packet must include the following: Candidate Information Form, Candidate's Justification Statement, Training Record, Fire Experience Record, Fitness Certification, Approval and Justification Forms completed by applicant's Supervisor, Line Officer, and Staff Officer.
- DEADLINE:** **Applications must be received by September 29, 2006.**
Please direct questions to:
Steve Little at 828-257-4809 (slittle@fs.fed.us)
Mike Honeycutt at 828-257-4808 (mhoneycutt@fs.fed.us)
Late applications will not be considered.

***** EQUAL OPPORTUNITY TRAINING *****

APPLICATIONS MUST BE RECEIVED BY SEPTEMBER 29, 2006

**ASHEVILLE INTERAGENCY HOTSHOT CREW
APPLICATION INFORMATION AND INSTRUCTIONS**

I. RECRUITMENT

A. Target Audience

1. Fire Suppression Technicians
Fire Management Trainees
Forestry Technicians (especially new-hires)
Career Employees

The Asheville Hotshot program represents a large investment towards training fire managers for the future. For this reason, permanent full time and permanent seasonal employees are given priority. Temporary employees are not normally selected for the program.

2. Fourteen slots are earmarked for USFS employees and three for other agencies. If the three slots cannot be filled by other agencies, they will be filled with USFS candidates.

B. Area of Consideration

Candidates from Southern Area agency offices (including USFS, National Park Service, Fish and Wildlife Service, Bureau of Indian Affairs, and States) will be given priority for selection. Interested candidates from outside the Southern Area are encouraged to apply and will be considered if slots are available.

C. Application Process

Employees must obtain their supervisor's approval. Each Application Packet will include the following: Candidate Information Form, Candidate Justification Statement, Training Record, Fire Experience Record, Fitness Certification, Approval and Justification Forms completed by applicant's Supervisor, Line Officer, and Staff Officer.

Use the following guidelines for submitting the Application package.

USFS REGION-8: Unit FMOs should review candidate packages. Units with multiple candidates will need to prioritize candidates. Submit candidate packages, including letters of recommendation, directly to the National Forests in North Carolina, Hotshot Superintendent, at P.O. BOX 2750, ASHEVILLE, NC 28802.

OTHER USFS REGIONS: Forest FMOs should review and forward candidate packages, including letters of recommendation, to their Regional Fire Staff. The Regional Fire Staff should submit a prioritized package to National Forests in North Carolina, Hotshot Superintendent, at P.O. Box 2750, Asheville, NC 28802.

USFS RESEARCH/NPS/FWS/BIA/BLM: Units should send candidate packages, including letters of recommendation, to their Regional/Station Headquarters. Regional/Station Headquarters should submit a prioritized package directly to the National Forests in North Carolina, Hotshot Superintendent, at P.O. Box 2750, Asheville, NC 28802.

D. Notification

Applicants will be notified of their selection status by November 3, 2006. A list of prioritized alternates will also be designated in the event a selected individual cannot attend the program. **ALL SELECTED CANDIDATES WILL BE EXPECTED TO REMAIN WITH THE CREW FOR THE ENTIRE DETAIL PERIOD.**

E. Critical Information

This is not a hiring action. Candidates will be on detail for participation in the program. Candidates must have the supervisor's approval. Applications from candidates without approval will not be accepted.

DO NOT APPLY IF YOU AND YOUR SUPERVISOR CANNOT COMMIT TO THE ENTIRE PERIOD OF JANUARY 7 THROUGH MAY 26, 2007.

In order to be considered, applications must be complete and be submitted according to all the procedures outlined above.

APPLICATIONS MUST BE RECEIVED BY SEPTEMBER 29, 2006.

II. PREREQUISITE QUALIFICATIONS AND EXPERIENCE

A. Requirements

Candidates must have career or career-conditional status with USFS, DOI, or other resource agency.

Candidates must express a desire for career development in the field of fire management or forest resource management.

Candidates must be in good physical condition. (See II.C.).

It is suggested that candidates have a minimum of two seasons of wildland fire experience. The program is only allowed two candidates with less experience.

Candidates must have previously completed all employing agency training requirements for the position of Advanced Firefighter. The program will not offer these courses.

B. Medical Examination

Each selected candidate must submit a record of medical examination (SF-78 or equivalent) to the National Forests in North Carolina prior to January 07, 2007.

The sending unit pays the cost of the medical exam. Accepted candidates will receive an SF-78 stating the working conditions that may be encountered by Hotshot Crewmembers. Individuals with a history of injury or serious ailments, which may recur under continuous arduous duty conditions, will be asked to withdraw from the program.

C. Physical Conditioning

Candidates will be expected to report to duty capable of performing the following:

1. Work Capacity Test at the Arduous Level: The Pack Test (3 miles on flat track, with a 45 pound pack, in less than 45 minutes)

Candidates will be given the Pack Test when reporting to the Asheville Hotshot Program. Successful completion is required to remain with the program. Those unable to pass the Pack Test will return to their home unit.

2. These are the Fitness Goals as specified in the National Hotshot Operations Guide. Candidates will be tested and should be able to fully perform the following physical fitness standards.

1.5 mile run in 10:35 or less

25 pushups in 60 seconds

40 sit-ups in 60 seconds

4 to 7 Chin-ups, based on body weight

III. TRAINING

Formal Instruction

The goal of this training program is to develop employee skills for supervisory and fire line positions. Individual training plans will be prepared for each crewmember to determine actual training needs. Targeted training includes courses leading to the Crew Boss position and other specialty positions in the ICS organization based upon the crewmember's background and career objectives. The following is a list of the planned training for the program.

COURSE #	COURSE TITLE
I-200	Basic Incident Command System
L-280	Leadership to Followership
S-230	Crew Boss (Single Resource)
S-234	Firing Methods and Procedures
S-260	Incident Business Management Principles
S-270	Basic Air Operations
S-290	Intermediate Wildland Fire Behavior

The Hotshot program is committed to providing a basic curriculum regardless of fire season severity. Generally, the trainees can expect to complete the majority of the scheduled courses, however there is no guarantee that all courses will be completed.

On-the-job Training

In addition to formal instruction, crew supervisors will give a high priority to on-the-job training during fire suppression and prescribed burning assignments. Throughout the length of the detail, each candidate will have the opportunity to perform and be evaluated in fire line leadership positions.

IV. FIRE SUPPRESSION AND OTHER DUTIES

The primary function of this Type I crew is to perform fire line construction and holding duties for suppression of wildland fires. The actual number of fire assignments the crew receives will vary from year to year. The past five seasons have ranged from 11 to 25 fires. Assignments have been through out the country to any area experiencing fire occurrence.

Each year the Asheville IHC plays an important role in helping the Southern Area meet prescribed burning targets. In recent years the crew has assisted with prescribed burns in all the states of the Southern Area. The Asheville IHC typically burns about 20,000 acres per year.

The crew will also be available for non-fire incidents such as search and rescue and national disasters thus expanding trainee awareness and experience with the ICS organization and its versatility.

Being part of an interagency hotshot crew means extensive travel, working under very arduous conditions, and in potentially hazardous situations. It is not unusual for the crew to be away from the base for two weeks or longer at any time. A candidate should give all this serious consideration before applying.

V. FUNDING

A. Forest Service Employees

Base salary, meals, lodging and \$3.00 per diem will be provided by USFS Asheville IHC. The travel costs to and from Asheville, NC at the beginning and end of the detail, as well as the required medical exam will be paid by the crewmember's home unit.

B. Other Agency Employees

Non-USFS trainees will be provided with lodging, meals and \$3.00 per diem. These costs will be covered by USFS Asheville IHC. The trainee's base salary, required medical exam, and travel to and from Asheville, NC will be paid by the crewmember's home unit. Cooperative agreements will be executed between the National Forests in North Carolina and the sending unit for all non-USFS trainees. These agreements will detail the responsibilities of each party including reimbursement procedures for premium pay.

VI. ACCOMMODATIONS

Lodging and training facilities are provided at no cost to the trainee.

Lodging will not be reimbursed for “off-base” housing. For crew members desiring to bring their families, housing arrangements must be made prior to the starting date and are the responsibility of the trainee. Separate facilities will be provided for males and females.

VII. OBTAINING APPLICATION PACKAGE

The Application Package is posted as a separate document.

Only the forms in the Application Package need to be submitted.

All forms **must be completed and received by September 29, 2006**. Incomplete or late applications will not be considered.